THE MINIMUM WAGES ACT, 1948 (XI OF 1948).

G. N., Lab. & H. D., No. 146/48, dated 18th March 1952 (B. G., Pt. IV-A, p. 346). S. 3 (1) (a)

In exercise of the powers conferred by clause (*a*) of sub-section (*1*) of section 3 of the Minimum Wages Act, 1948 (XI of 1948), read with the Government of India, Ministry of Labour's Notification No. LWI. 24 (26), dated the 11th December 1951, entrusting to the Government of Bombay the functions of the Central Government under the said Act in so far as such functions relate to the fixation of minimum rates of wages in respect of employees employed in stone breaking or stone crushing operations carried on in mines situated within the State of Bombay, the Government of Bombay, after giving due notice of its intention to do so, under Government Notification in the Labour and Housing Department No. 146/48, dated the 31st December 1951, is pleased to fix for Zones I to V specified in column 2 of the Schedule appended hereto the rates specified below them in the said column 2 as the minimum rates of wages payable by the month to the classes of employees respectively specified against them in column 1 thereof, employed in stone breaking or stone crushing operations carried on in mines situated within the State of Bombay.

2. This notification shall come into force from the 31st March 1952.

Schedule.

1	2				
	Rates.				
Classes of employees.	Zone I.	Zone II.	Zone III.	Zone IV.	Zone V.
	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.
Skilled	75 0 0	68 12 0	62 8 0	56 4 0	50 0 0
Semi-skilled	65 0 0	59 8 0	54 4 0	48 12 0	43 4 0
Unskilled	60 0 0	55 0 0	50 0 0	45 0 0	40 0 0

Explanation.—For the purpose of this notification.

(*a*) Zone I shall comprise of Greater Bombay ;

(*b*) Zone II shall comprise of the cities of Ahmedabad, Poona, Sholapur ;

(*c*) Zone III shall comprise of places with a population of 40,000 and above (except Zones I and II), namely :—

Baroda, Broach, Godhra, Surat, Navsari, Patan, Nadiad, Jalgaon, Bhusawal, Amalner, Dhulia, Belgaum, Sangli, Miraj, Bijapur, Hubli, Dharwar, Gadag, Ulhasnagar Camp, Malad, Kalyan, Thana, Kirkee, Barsi, Pandharpur, Ahmednagar, Nasik, Malegaon, Kolhapur.

(*d*) Zone IV shall comprise of places with a population of 10,000 and above (except Zones I, II and III), namely :—

Palanpur, Abu Road, Deesa, Dabhoi, Padra, Rajpipla, Ankleshwar, Jambusar, Modasa, Dohad, Lunawada, Devgad-Baria, Amreli, Rander, Bulsar, Billimoria, Vyara, Acher, Naroda, Vadaj, Viramgaum, Dholka, Dhandkhuka, Sanand, Sidhpur, Unza, Mehsana, Kalol, Visanagar, Kadi, Vadnagar, Radhanpur, Chanasma, Mansa, Vijapur, Chaklasi, Cambay, Balasinor, Petlad, Sojitra, Anand, Umreth, Oad, Karamsad, Kapadvanj, Borsad, Dakor, Chalisgaon, Chopada, Dharangaon, Parola, Pachora, Erandol, Nasirabad, Yawal, Faizpur, Sawada, Shendurni, Rawer, Jamner, Nandurbar, Shirpur, Taloda, Dondaicha, Shahada, Belgaum Cantonment, Nipani, Gokak, Shahapur, Athani, Kanur, Bailhongal, Chikodi, Ramdurg, Sankeshwar, Sadalga, Parasgad, Ichalkaranji, Uran-Islampur, Tasgaon, Ashte, Bagalkot, Guledgud, Jamkhandi, Ilkal, Banahatti, Sulebhavi, Terdal, Jalikot, Ranebennur, Haveri, Savanur, Laxmeshwar, Gajendragad, Byadgi, Bhatkal, Karwar, Kumta, Sirsi, Bhiwandi, Mulund, Ambarnath, Bassein, Pahadi, Agashi, Kanhare, Naupada, Baramati, Lonawala, Kalamb, Khed, Junnar, Akluj, Akkalkot, Kurdwadi, Maindargi, Malwan, Ratnagiri, Vengurla, Chiplun, Sawantwadi, Ahmednagar-Cantonment, Sangamner, Shrirampur, Kopargaon, Deolali, Deolali-Cantonment, Yeola, Manmad, Igatpuri, Sinnar, Satana, Satara, Karhad, Wai, Phaltan, Panwel, Shrivardhan, Mahad.

(*e*) Zone V shall comprise of all places not included in Zones I to IV.

Note.—(1) The minimum rates of wages payable to a child shall be 50 per ent. of the minimum rates of wages fixed for an unskilled employee.

(2) The minimum rates of wages payable to an adolescent, certified to work as an adult, shall be same as those fixed for an adult and if certified to work as a child, shall be the same as those fixed for a child.

(3) The minimum rates of wages payable to an apprentice shall be 75 per cent. of the minimum rates of wages fixed for an unskilled employee.

(4) In case of daily wage earners, the minimum rate of daily wages payable to an employee shall be computed by dividing the minimum rate of monthly wages fixed for the class of employees to which he belongs, by 26, the quotient being stepped up to the nearnest pice.

(5) The minimum rates of wages for workers connected with the work of Motor Transport in stone-breaking or stone-crushing shall be the same as those fixed for workers in respect of employment in Public Motor Transport.

S. 3 (1) (a) **G. N., Lab. & H. D., No. 146/48-I, dated 27th December 1951 (B. G., 1952, Pt. IV-A, p. 4).**

Whereas in pursuance of the provisions of clause (*a*) of sub-section (*1*) of section 5 of the Minimum Wages Act, 1948 (XIof 1948), the Government of Bombay was pleased to appoint under its Resolution in the Labour and Housing Department No. 146/48, dated the 25th May 1950, a Committee to hold enquiries and advise the State Government in fixing the minimum rates of wages in respect of employment in any oil mill;

And whereas the said Committee has submitted the report to the Government of Bombay;

Now, therefore, in exercise of the powers conferred by clause (*a*) of sub-section (*1*) of section 3 of the said Act, the Government of Bombay after considering the advice of the said Committee is pleased to fix for Zones I to V specified in column 2 of the schedule appended hereto the rates specified below them in the said column 2 as minimum rates of wages payable by the month to the classes of employees respectively specified against them in column 1 thereof, employed in any employment in any oil mill in the State of Bombay.

Schedule.

1	2				
	Rates.				
Class of employees.	Zone I.	Zone II.	Zone III.	Zone IV.	Zone V.
	Rs. a. p.	Rs. a. p.	Rs. a. p.	Ds. a. p.	Rs. a. p.
Skilled	75 0 0	68 12 0	62 8 0	56 4 0	50 0 0
Semi-skilled	65 0 0	59 8 0	54 4 0	48 12 0	43 4 0
Unskilled	60 0 0	55 0 0	50 0 0	45 0 0	40 0 0

Explanation.—For the purpose of this notification—

(1) (*a*) Zone I shall comprise of Greater Bombay;

(*b*) Zone II shall comprise of the City of Ahmedabad;

(*c*) Zone III shall comprise of the cities and towns of Poona, Sholapur, Surat, Nasik, Ahmednagar, Kolhapur, Baroda, Ulhasnagar, Nadiad, Thana, Kalyan, Jalgaon, Bhusawal, Dhulia, Malegaon, Miraj, Broach and Sangli;

(*d*) Zone IV shall comprise of the towns of Palanpur, Prantij, Modasa, Himatnagar, Radhanpur, Mansa, Patan, Sidhpur, Mehsana, Kalol, Amreli, Dabhoi, Viramgaum, Dholka, Dhandhuka, Kapadwanj, Anand, Borsad, Umreth, Dakor, Mehmedabad, Kaira, Cambay, Balasinor, Petlad, Godhra, Dohad, Lunawada, Ankleshwar, Jambusar, Rajpipla, Bulsar, Navsari, Billimora, Bassein, Bhivandi, Shrirampur, Sangamner, Kopergaon, Chalisgaon, Amalner, Chopda, Dharangaon, Erandol, Parola, Faizpur, Nasirabad, Pachora, Yawal, Raver, Savda, Shendurni, Jamner, Nandurbar, Shirpur, Taloda, Shahada, Dondaicha, Manmad, Yeola, Igatpuri, Sinnar, Nandgaon, Lonavla, Dhond, Baramati,

Junner, Satara, Karad, Wai, Phaltan, Barsi, Pandharpur, Akalkot, Panvel, Mahad, Alibag, Murud, Belgaum, Nipani, Gokak, Athani, Bailhongal, Chikodi, Sankeshwar, Ramdurg, Bijapur, Bagalkot, Guledgudd, Ilkal, Jamkhandi Rabkavi and Banhatti, Terdal, Dharwar, Gadag, Hubli, Ranebenur, Haveri, Gajendragad, Savnur, Laxmeshwar, Karwar, Kumta, Bhatkal, Sirsi, Honavar, Ratnagiri, Vengurla, Malwan, Chiplun, Sawantwadi, Ashta, Islampur, Tasgaon, Kurundwad and Ichalkaranji.

(*e*) Zone V shall comprise of all other areas in the State of Bombay not included in Zones I to IV.

(2) The minimum rate of wages shall consist of an all-inclusive rate allowing for the basic rate, the cost of living allowance and the cash value of the concessions, if any,

Note.—(1) The minimum rates of wages payable to a child shall be 50 per cent. of the minimum rates of wages fixed for an unskilled employee.

(2) The minimum rates of wages payable to an adolescent, if certified to work as an adult, shall be the same as those fixed for an adult and, if certified to work as a child, shall be the same as those fixed for a child.

(3) The minimum rates of wages payable to an apprentice shall be 75 per cent. of the minimum rates of wages fixed for an unskilled employee.

(4) In the case of daily wage earners, the minimum rate of daily wages payable to an employee shall be computed by dividing the minimum rate of monthly wages fixed for the class of employees to which he belongs by 26, the quotient being stepped up to the nearest pice.

2. This notification shall come into force with effect on and from the 31st March 1952.

S. 3 (1) (a) **G. N., Lab. & H. D., No. 146/48-III, dated 27th December 1951 (B. G., 1952, Pt. IV-A, p. 6).**

Whereas in pursuance of the provisions of clause (*a*) of sub-section (*1*) of section 5 of the Minimum Wages Act, 1948 (XI of 1948), the Government of Bombay was pleased to appoint under its Resolution in the Labour and Housing Department No. 146/48-I, dated the 22nd February 1950, a Committee to hold enquiries and advise the State Government in fixing the minimum rates of wages in respect of employment in tanneries and leather manufactory ;

And whereas the said Committee has submitted the report to the Government of Bombay ;

Now, therefore, in exercise of the powers conferred by clause (*a*) of sub-section (*1*) of section 3 of the said Act, the Government of Bombay after considering the advice of the said Committee is pleased to fix for Zones I to V specified in column 2 of the Schedule appended hereto the rates specified below them in the said column 2 as minimum rates of wages payable by the month to the classes of employees respectively specified against them in column 1 thereof, employed in any employment in tanneries and leather manufactory in the State of Bombay.

Schedule.

1 Class of employees.			2 Rates.				
	Tanneries.	Leather Manufactory.	Zone I.	Zone II.	Zone III.	Zone IV.	Zone V.
			Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.
Skilled ...	Persons employed in— 1. Staking ... 2. Splitting ... 3. Glazing. 4. Shaving. 5. Rolling. 6. Fleshing with machine or otherwise.	1. Mechanics ... 2. Assistant Mechanics. 3. Ring Makers. 4. Mistry (cutter).	75 0 0	68 12 0	62 8 0	56 4 0	50 0 0
Semi-skilled ...	*In Chrome Yard*— 1. Individual men in charge of drums. 2. Persons employed in— (*a*) Nailing. (*b*) Hydraulic Press. 3. Tablemen.	1. Shoe-makers. 2. Dyers. 3. Stitchers. 4. Polishers. 5. Persons employed in— (*a*) Sewing. (*b*) Belt finishing.	65 0 0	59 8 0	54 4 0	48 12 0	43 4 0
	In Bark Tanning. Persons employed in— 1. Harness and Sole setting Department. 2. Sewing. 3. Belt Finishing. 4. Stitching.						
Unskilled ...	1. Machine helpers. 2. Tan yard workers. 3. Lime yard workers. 4. Cartmen. 5. Salt appliers. 6. Mikkatmen. 7. Lace cutters. 8. Workers in Belting and Buffer.	1. Workers preparing belts 2. Workers doing repairing work. 3. Other Miscellaneous workers.	60 0 0	55 0 0	50 0 0	45 0 0	40 0 0

Explanation.—For the purpose of this notification :—

(*a*) Zone I shall comprise of Greater Bombay ;

(*b*) Zone II shall comprise of the City of Ahmedabad ;

(*c*) Zone III shall comprise of the cities and towns of Poona, Sholapur and Jalgaon ;

(*d*) Zone IV shall comprise of the towns of Palanpur, Tharad, Himatnagar, Mehsana, Patan, Radhanpur, Kadi, Amreli, Baroda, Ahwa, Viramgam, Nadiad, Cambay, Anand, Godhra, Lunawada, Dohad, Broach, Surat, Navsari, Thana, Bhiwandi, Kalyan, Ahmednagar, Amalner, Chalisgaon, Bhusaval, Dhulia, Nasik, Malegaon, Deolali, Satara, Barsi, Pandharpur, Alibag, Belgaum, Gokak, Bijapur, Bagalkot, Dharwar, Gadag, Hubli, Karwar, Ratnagiri, Malwan, Sangli, Miraj and Kolhapur ;

(*e*) Zone V shall comprise of all other areas in the State of Bombay not included in Zones I to IV.

Note.—(1) The minimum rates of wages payable to a child shall be 50 per cent. of the minimum rates of wages fixed for an unskilled employee.

(2) The minimum rates of wages payable to an adolescent, if certified to work as an adult, shall be the same as those fixed for an adult and, if certified to work as a child, shall be the same as those fixed for a child.

(3) The minimum rates of wages payable to an apprentice shall be 75 per cent. of the minimum rates of wages fixed for an unskilled employee.

(4) In the case of daily wage earners, the minimum rate of daily wages payable to an employee shall be computed by dividing the minimum rate of monthly wages fixed for the class of employees to which he belongs, by 26, the quotient being stepped up to the nearest pice.

2. This notification shall come into force with effect on and from the 31st March 1952.

S. 3 (1) (a)

G. N., Lab. & H. D., No. 146/48-V, dated 27th December 1951 (B. G., 1952, Pt. IV-A, p. 10).

Whereas in pursuance of the provisions of clause (*a*) of sub-section (*1*) of section 5 of the Minimum Wages Act, 1948 (XI of 1948), the Government of Bombay was pleased to appoint under its Resolution in the Labour and Housing Department, No. 146/48-II, dated the 31st August 1950, a Committee to hold inquiries and advise the State Government in fixing the minimum rates of wages in respect of employment in public motor transport ;

And whereas the said Committee has submitted the report to the Government of Bombay ;

Now, therefore, in exercise of the powers conferred by clause (*a*) of sub-section (*1*) of section 3 of the said Act, the Government of Bombay after considering the advice of the said Committee is pleased to fix for Zones I to V specified in column 2 of the Schedule appended hereto the rates specified below them in the said column 2 as minimum rates of wages payable by the month to the classes of employees respectively specified against them in column 1 thereof, employed in any employment in public motor transport in the State of Bombay.

Schedule.

1	2				
	Rates.				
Class of employees.	Zone I.	Zone II.	Zone III.	Zone IV.	Zone V.
	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.
Skilled ..	95 0 0	90 0 0	85 0 0	80 0 0	75 0 0
1. Drivers. 2. Mechanics. 3. Fitters. 4. Turners. 5. Electricians. 6. Checkers. 7. Supervisors. 8. Tinsmiths. 9. Batterymen. 10. Vulcanisers. 11. Carpenters. 12. Blacksmiths. 13. Welders. 14. Painters.					
Semi-skilled ..	75 0 0	70 0 0	65 0 0	60 0 0	55 0 0
1. Assistants or Junior Skilled workers. 2. Conductors. 3. Machine-mates. 4. Fitter-mates. 5. Greasers. 6. Oilers. 7. Booking clerks. 8. Hammermen.					
Unskilled ..	60 0 0	55 0 0	50 0 0	45 0 0	40 0 0
1. Helpers. 2. Washers. 3. Cleaners. 4. Watchmen. 5. Mazdoors. 6. Sweepers. 7. Peons. 8. Other miscellaneous workers.					

Explanation.—For the purpose of this notification—

(1) (*a*) Zone I shall comprise of Greater Bombay ;

(*b*) Zone II shall comprise of the cities and towns of Ahmedabad, Nasik and Belgaum.

(*c*) Zone III shall comprise of the cities and towns of Poona, Sholapur, Jalgaon, Baroda and Kolhapur.

(*d*) Zone IV shall comprise of the towns of Palanpur, Tharad, Himatnagar, Mehsana, Patan, Radhanpur, Kadi, Kalol, Amreli, Okha, Ahwa, Viramgaum, Modasa, Nadiad, Cambay, Anand, Godhra, Kalol, Dohad, Broach. Surat, Navsari, Thana, Bhiwandi, Kalyan, Ahmednagar, Amalner, Chalisgaon, Bhusawal, Dhulia, Malegaon, Deolali, Satara, Karad, Barsi, Pandharpur, Alibag, Gokak, Karwar, Ratnagiri, Malwan, Chiplun, Sangli and Miraj.

(*e*) Zone V shall comprise of all other areas in the State of Bombay not included in Zones I to IV.

Note.—(*1*) The minimum rates of wages payable to a child shall be 50 per cent. of the minimum rates of wages, fixed for an unskilled employee.

(2) The minimum rates of wages payable to an adolescent, certified to work as an adult, shall be the same as those fixed for an adult and if certified to work as a child, shall be the same as those fixed for a child.

(3) The minimum rates of wages payable to an apprentice shall be 75 per cent. of the minimum rates of wages fixed for an unskilled employee.

(4) In the case of daily wage earners, the minimum rates of daily wages payable to an employee shall be computed by dividing the minimum rate of monthly wages fixed for the class of employees to which he belongs, by 26, the quotient being stepped up to the nearest pice.

2. This notification shall come into force with effect on and from the 31st March 1952.

S. 3 (1) (a) **G. N., Lab. & H. D., No. 146/48-VII, dated 27th December 1951 (B. G., 1952, Pt. IV-A, p. 12).**

Whereas in pursuance of the provisions of clause (*a*) of sub-section (*1*) of section 5 of the Minimum Wages Act, 1948 (XI of 1948), the Government of Bombay, was pleased to appoint under its Resolution in the Labour and Housing Department No. 146/48-I, dated the 25th May 1950, a Committee to hold enquiries and advise the State Government in fixing the minimum rates of wages in respect of employment in stone-breaking or stone-crushing ;

And whereas the said Committee has submitted the report to the Government of Bombay ;

Now, therefore, in exercise of the powers conferred by clause (*a*) of sub-section (*1*) of section 3 of the said Act, the Government of Bombay, after considering the advice of the said Committee, is pleased to fix for Zones I to V specified in column 2 of the schedule appended hereto the rates specified below them in the said column 2 as minimum rates of wages payable by the month to the classes of employees respectively specified against them in column 1 thereof, employed in any employment in stone-breaking or stone-crushing in the State of Bombay.

Schedule.

1	2				
Class of employees.	Zone I.	Zone II.	Zone III.	Zone IV.	Zone V.
	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.
Skilled	75 0 0	68 12 0	62 8 0	56 4 0	50 0 0
Semi-skilled	65 0 0	59 8 0	54 4 0	48 12 0	43 4 0
Un-skilled	60 0 0	55 0 0	50 0 0	45 0 0	40 0 0

Explanation.—For the purpose of this notification—

(*a*) Zone I shall comprise of Greater Bombay ;

(*b*) Zone II shall comprise of the cities of Ahmedabad, Poona, Sholapur ;

(*c*) Zone III shall comprise of places with a population of 40,000 and above (except Zones I and II), namely :—

Baroda, Broach, Godhra, Surat, Navsari, Patan, Nadiad, Jalgaon, Bhusawal, Amalner, Dhulia, Belgaum, Sangli, Miraj, Bijapur, Hubli, Dharwar, Gadag, Ulhasnagar Camp, Malad, Kalyan, Thana, Kirkee, Barsi, Pandharpur, Ahmednagar, Nasik, Malegaon, Kolhapur.

(*d*) Zone IV shall comprise of places with a population of 10,000 and above (except Zones I, II and III), namely :—

Palanpur, Abu Road, Deesa, Dabhoi, Padra, Rajpipla, Ankleshwar, Jambusar, Modasa, Dohad, Lunawada, Devgad-Baria, Amreli, Rander, Bulsar, Billimora, Vyara, Acher, Naroda, Vadaj, Viramgaum, Dholka, Dhandhuka, Sanand, Sidhpur, Unza, Mehsana, Kalol, Visnagar, Kadi, Vadnagar, Radhanpur, Chanasma, Mansa, Vijapur, Chaklasi, Cambay, Balasinor, Petlad, Sojitra, Anand, Umreth, Oad, Karamsad, Kapadvanj, Borsad, Dakor, Chalisgaon, Chopada, Dharangaon, Parola, Pachora, Erandol, Nasirabad, Yawal, Faizpur, Sawada, Shendurni, Rawer, Jamner, Nandurbar, Shirpur, Taloda, Dondaicha, Shahada, Belgaum Cantonment, Nipani, Gokak, Shahapur, Athani, Kannur, Bailhongal, Chikodi, Ramdurg, Sankeshwar, Sadalga, Parasgad, Ichalkaranji, Uran-Islampur, Tasgaon, Ashte, Bagalkot, Guledgud, Jamkhandi, Ilkal, Banahatti, Sulebhavi, Terdal, Jalikot, Ranebennur, Haveri, Savanur, Laxmeshwar, Gajendragad, Byadgi, Bhatkal, Karwar, Kumta, Sirsi, Bhiwandi, Mulund, Ambarnath, Bassein, Pahadi, Agashi, Kanhare, Naupada, Baramati, Lonavala, Kalamb, Khed, Junnar, Akluj, Akkalkot, Kurduwadi, Maindargi, Malwan, Ratnagiri, Vengurla, Chiplun, Sawantwadi, Ahmednagar Cantonment, Sangamner, Shrirampur, Kopargaon, Deolali, Deolali Cantonment, Yeola, Manmad, Igatpuri, Sinnar, Satana, Satara, Karhad, Wai, Phaltan, Panwel, Shrivardhan, Mahad ;

(*e*) Zone V shall comprise of all places not included in Zones I to IV.

Note (1) The minimum rates of wages payable to a child shall be 50 per cent. of the minimum rates of wages fixed for an unskilled employee.

(2) The minimum rates of wages payable to an adolescent, certified to work as an adult shall be the same as those fixed for an adult and if certified to work as a child, shall be the same as those fixed for a child.

(3) The minimum rates of wages payable to an apprentice shall be 75 per cent. of the minimum rates of wages fixed for an unskilled employee.

(4) In case of daily wage earners, the minimum rate of daily wages payable to an employee shall be computed by dividing the minimum rate of monthly wages fixed for the class of employees to which he belongs by 26, the quotient being stepped up to the nearest pice.

(5) The minimum rates of wages for workers connected with transport in stone-breaking or stone-crushing should be the same as those fixed for workers in respect of employment in Public Motor Transport.

2. This notification shall come into force with effect on and from the 31st March 1952.

S. 3 (1) (a)

G. N., Lab. & H. D., No. 146/48-IX, dated 27th December 1951 (B. G., 1952, Pt. IV-A, p. 14).

Whereas in pursuance of the provisions of clause (*a*) of sub-section (*1*) of section 5 of the Minimum Wages Act, 1948 (XI of 1948), the Government of Bombay was pleased to appoint under its Resolution in the Labour and Housing Department No. 146/48, dated the 22nd February 1950, a Committee to hold enquiries and advise the State Government in fixing the minimum rates of wages in respect of employment in any rice mill, flour mill or dal mill;

And whereas, the said Committee has submitted the report to the Government of Bombay;

Now, therefore, in exercise of the powers conferred by clause (*a*) of sub-section (*1*) of section 3 of the said Act, the Government of Bombay, after considering the advice of the said Committee is pleased to fix for Zones I to V specified in column 2 of the schedule appended hereto the rates specified below them in the said column 2 as minimum rates of wages payable by the month to the classes of employees respectively specified against them in column 1 thereof, employed in any employment in any rice mill, flour mill or dal mill in the State of Bombay.

Schedule.

1	2				
Class of employees.	Rates.				
	Zone I.	Zone II.	Zone III.	Zone IV.	Zone V.
	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.
Skilled	75 0 0	68 12 0	62 8 0	56 4 0	50 0 0
Semi-skilled ..	65 0 0	59 8 0	54 4 0	48 12 0	43 4 0
Un-skilled ..	60 0 0	55 0 0	50 0 0	45 0 0	40 0 0

Explanation.—For the purpose of this notification—

(*a*) Zone I shall comprise of Greater Bombay;

(*b*) Zone II shall comprise of the cities of Ahmedabad, Poona and Sholapur.

(*c*) Zone III shall comprise of the cities and towns with a population above 40,000 (except Zones I and II), namely:—

Baroda, Broach, Godhra, Surat, Navsari, Patan, Nadiad, Jalgaon, Bhusawal, Gadag, Ulhasnagar Camp, Kalyan, Thana, Malad, Poona Cantonment, Kirkee Cantonment, Barsi, Pandharpur, Kolhapur, Ahmednagar, Nasik, Malegaon, Amalner, Dhulia, Belgaum, Sangli, Miraj, Bijapur, Hubli and Dharwar.

(*d*) Zone IV shall comprise of the towns with a population above 10,000 (except Zones I, II and III), namely:—

Palanpur, Abu Road, Deesa, Rajpipla, Ankleshwar, Jambusar, Modasa, Dohad, Lunawada, Devgad-Baria, Amreli, Rander, Bulsar, Billimora, Vyara, Acher, Naroda, Vadaj, Viramgaum, Dholka, Dhandhuka, Sanand, Sidhpur, Unza, Mehsana, Kalol, Visnagar, Kadi, Vadnagar, Radhanpur, Chanasma, Manasa, Vijapur, Gajendragad, Byadgi, Bhatkal, Karwar, Kumta, Sirsi, Bhivandi, Mulund, Ambarnath, Bassein, Pahadi, Agashi, Kanhare, Naupada, Baramati, Lonawala, Kalamb, Khed, Junnar, Akluj, Akkalkot, Kurduwadi,

Maindargi, Malwan, Ratnagiri, Vengurla, Chiplun, Sawantwadi, Ahmednagar Cantonment, Sangamner, Shrirampur, Kopargaon, Deolali, Deolali Cantonment, Yeola, Manmad, Igatpuri, Sinnar, Satana, Satara, Karhad, Wai, Phaltan, Panvel, Shrivardhan, Mahad, Chaklasi, Cambay, Balasinor, Petlad, Sojitra, Anand, Umreth, Oad, Karamsad, Kapadwanj, Borsad, Dakor, Chalisgaon, Chopada, Nasirabad, Dharangaon, Parola, Pachora, Erandol, Yawal, Faizpur, Sawada, Shendurni, Belgaum Cantonment, Nipani, Gokak, Shahapur, Athani, Kannur, Bailhongal, Chikodi, Ramdurg, Sankeshwar, Sadalga, Parasgad, Ichalkaranji, Uran-Islampur, Tasgaon, Ashte, Bagalkot, Guledgud, Jamakhandi, Ilkal, Banahatti, Sulebhavi, Terdal, Jalikot, Rane-bennur, Haveri, Savanur, Laxmeshwar, Dabhoi, Padra, Rawer, Jamner, Nandurbar, Shirpur, Taloda, Dondaicha and Shahada.

(*e*) Zone V shall comprise of all other areas in the State of Bombay not included in Zones I to IV.

Note.—(1) The minimum rates of wages payable to a child shall be 50 per cent. of the minimum rates of wages fixed for an unskilled employee.

(2) The minimum rates of wages payable to an adolescent, certified to work as an adult, shall be the same as those fixed for an adult and if certified to work as child shall be the same as those fixed for a child.

(3) The minimum rates of wages payable to an apprentice shall be 75 per cent. of the minimum rates of wages for an unskilled employee.

(4) In the case of daily wage earners, the minimum rate of daily wages payable to an employee shall be computed by dividing the minimum rate of monthly wages fixed for the class of employees to which he belongs by 26, the quotient being stepped up to the nearest pice.

(5) The minimum rates of wages for workers connected with motor transport in rice mills, flour mills and dal mills shall be the same as those fixed by Government for employment in Public Motor Transport.

2. This notification shall come into force with effect on and from the 31st March 1952.

G. N., Lab. & H. D., No. 146/48-XI, dated 27th December 1951 (B. G., 1952, Pt. IV-A, p. 16). S. 3 (1) (a)

Whereas in pursuance of the provisions of clause (*a*) of sub-section (*1*) of section 5 of the Minimum Wages Act, 1948 (XI of 1948), the Government of Bombay was pleased to appoint, under its Resolution in the Labour and Housing Department, No. 146/48-I, dated the 31st August 1950, a Committee to hold enquiries and advise the State Government in fixing the minimum rates of wages in respect of employment on Road Construction and Building Operations;

And whereas the said Committee has submitted the report to the Government of Bombay;

Now, therefore, in exercise of the powers conferred by clause (*a*) of sub-section (*1*) of section 3 of the said Act, the Government of Bombay after considering the advice of the said Committee is pleased to fix for Zones I to III specified in column 2 of the schedule appended hereto, the rates specified below them in the said column 2 as minimum rates of wages payable by the month and by the day according to the system prevailing in the unit concerned, to the classes of employees respectively specified against them in column 1 thereof, employed in any employment on any road construction or building operation.

Schedule.

1	2					
Category of employees.	Minimum rates of monthly wages.			Minimum rates of daily wages.		
	*Zone I.	Zone II.	Zone III.	Zone I.	Zone II.	Zone III.
	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.
Skilled.						
1. Road Roller Driver ... 2. Blacksmith with his tool... 3. Stone cutter with his tool. 4. Tapkar with his tool ... 5. Mason or bricklayer with his tool. 6. Carpenter with his tool ... 7. Plumber with his tool ... 8. Glazier with his tools ... 9. Tinsmith with his tools ... 10. Foreman ... 11. Sarang or Tindal ... 12. Painter (Decorator) ... 13. Head Fitter ... 14. Caneman ... 15. Mechanic ... 16. Maistry ...	104 0 0	91 0 0	81 4 0	4 0 0	3 8 0	3 2 0
Semi-skilled.						
1. Boreman ... 2. Cleaner ... 3. Mali ... 4. Asphalt sprayer ... 5. Mukadam ... 6. Miner or Blaster ... 7. Navghani ... 8. Painter ... 9. White washer ... 10. Colour washer ... 11. Tile Turner ... 12. Bar Bender ... 13. Oil man ... 14. Engine Driver ... 15. Pump Driver ... 16. Mixer Driver ... 17. Fitter ... 18. Sawyer ...	84 8 0	71 8 0	61 12 0	3 4 0	2 12 0	2 6 0
Un-skilled.						
1. Mazdoor ... 2. Watchman ... 3. Bellow Boy ... 4. Sweeper ... 5. Other miscellaneous workers.	61 12 0	52 0 0	45 8 0	2 6 0	2 0 0	1 12 0

Explanation.—For the purpose of notification—

Zone I shall comprise of Bombay Corporation limits.

Zone II shall comprise of Ahmedabad Corporation limits, Poona Corporation limits, Sholapur City, Jalgaon City, Surat City, Hubli City, Kalyan Town, Ambernath, Thana Town and Suburbs of Bombay up to and including Borivali but excluding places in Zone I.

Zone III shall comprise of all other places with a population of and above 3,000 persons.

Note I.—(1) The minimum rates of wages payable to a child shall be fixed at 50 per cent. of the minimum rates of wages fixed for an unskilled employee.

(2) The minimum rates of wages payable to an adolescent, certified to work as an adult, shall be the same as those fixed for an adult; they shall be fixed at half that rate, if not so certified.

(3) The minimum rates of wages payable to an apprentice shall be fixed at 66⅔ per cent. of the minimum rates of wages fixed for an unskilled employee.

(4) The minimum rates for workers connected with transport shall be the same as those fixed for employment in Public Motor Transport.

(5) In the case of daily wages earners, the minimum rate of daily wages payable to an employee shall be computed by dividing the minimum rate of monthly wages fixed for the class of employees to which he belongs, by 26, the quotient being stepped up to the nearest pice.

Note II.—The provisions of this Act shall not apply to road and other engineering works undertaken by Government or semi-Government bodies to provide relief to the local population in times of famine or scarcity.

2. This notification shall come into force with effect on and from 31st March 1952.

G. N., Lab. & H. D., No. 146/48-XIII, dated 27th December 1951 (B. G., 1952 Pt. IV-A, p. 18.) S. 3 (1) (a)

Whereas in pursuance of the provisions of clause (*a*) of sub-section (*1*) of section 5 of the Minimum Wages Act, 1948 (XI of 1948), the Government of Bombay was pleased to appoint under its Resolution in the Labour and Housing Department No. 146/48, dated the 27th February 1951, a Committee to hold enquiries and advise the State Government in fixing the minimum rates of wages in respect of employment in any tobacco (including bidi-making) manufactory;

And whereas the said Committee has submitted the report to the Government of Bombay;

Now, therefore, in exercise of the powers conferred by clause (*a*) of sub-section (*1*) of section 3 of the said Act, the Government of Bombay after considering the advice of the said Committee is pleased to fix for Zones I to IV specified in column 2 of the Schedule appended hereto the rates specified below them in the said column 2 as minimum rates of wages payable by the month and day, on time-rate or piece rate system, as mentioned, to the classes of employees respectively specified against them in column 1 thereof, employed in any tobacco (including bidi-making) manufactory in the State of Bombay.

Schedule.

1 Class of employees.	2 Rates.			
	Zone I.	Zone II.	Zone III.	Zone IV.
	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.
A. *Bidi Manufacturing*—				
(1) Bidi-makers (for making 1,000 bidis).	3 6 0 (With leaves provided by the worker himself.) 2 8 0 Otherwise.	2 8 0 (Without leaves.)	2 0 0 (Without leaves.)	1 14 0 (Without leaves)
(2) Wrappers	4 8 0 For wrapping 100,000 bidis or Rs. 50-0-0 per month if employed on time-rate system.	As for Zone I	As for Zone I	As for Zone I.
(3) Taraiwala ..	45 0 0 per month.	As for Zone I	As for Zone I	As for Zone I.
(4) Bhattiwala ..	45 0 0 per month.	As for Zone I	As for Zone I	As for Zone I.
(5) Tobacco mixers ..	45 0 0 per month.	As for Zone I	As for Zone I	As for Zone I.
(6) Distributors of leaves ..	45 0 0 per month.	As for Zone I	As for Zone I	As for Zone I.
B. *Tobacco Manufacturing*—				
(1) Tobacco workers ..	1 5 0 per day.	1 5 0 per day.	1 5 0 per day.	1 5 0 per day except at Sangli and Jaisingpur (Kolhapur District) where the rate shall be Rs.1-4-0 per day.
(2) Bag fillers ..	As. 2 per bag of 1¼ maunds for filling, weighing, sewing, arranging, etc.	As for Zone I	As for Zone I	As for Zone I.

Explanation.—For the purpose of this notification—

(*a*) Zone I shall comprise of Greater Bombay.

(*b*) Zone II shall comprise of the districts of Banaskantha, Sabarkantha, Mehsana, Amreli, Baroda, Ahmedabad, Kaira, Panch-mahals, Broach and Surat.

(*c*) Zone III shall comprise of the districts of Thana, Ahmednagar, East Khandesh, West Khandesh, Nasik, Poona, Satara North, Kolaba and Dangs.

(*d*) Zone IV shall comprise of the districts of Dharwar, Bijapur, Belgaum, Kanara, Ratnagiri, Sholapur, Satara South and Kolhapur.

Note.—In the case of daily wage earners, the minimum rate of daily wages payable to an employee shall be computed by dividing the minimum rate of monthly wages fixed for the class of employees to which he belongs, by 26, the quotient being stepped up to the nearest pice.

2. This notification shall come into force with effect on and from the 31st March 1952.

G. N., Lab. & H. D., No. 146/48, dated 26th March 1952 (B. G., Pt. IV-A, p. 374.) S. 19

In exercise of the powers conferred by section 19 of the Minimum Wages Act, 1948 (XI of 1948), the Government of Bombay is pleased to appoint :—

(1) the Government Labour Officers, Assistant Labour Officers and District Labour Officers, and

(2) the Chief Inspector and the Inspectors appointed under the Factories Act, 1948, and the Inspectors appointed under the Payment of Wages Act, 1936,

to be Inspectors for the purpose of the Minimum Wages Act, 1948, within the limits of their respective jurisdiction.

G. N., Lab. & H. D., No. 146/48, dated 14th May 1951 (B. G., Pt. I, p. 2770). S. 20 (1)

Amended by G. N., Lab. & H. D., No. 146/48, dated 22nd November 1951.
Amended by G. N., Lab. & H. D., No. 146/48 (i), dated 5th May 1952.

In exercise of the powers conferred by sub-section (*1*) of section 20 of the Minimum Wages Act, 1948 (XI of 1948), and in supersession of Government Notification, Labour and Housing Department, No. 146/48, dated the 25th July 1950, the Government of Bombay is pleased to appoint the following officers to be the authorities to hear and decide for the areas specified against their names all claims arising out of payment of less than the minimum rates of wages to employees employed or paid in those areas :—

Designation of Officers.	Areas.
(1) The Commissioner for Workmen's Compensation, Bombay.	Greater Bombay.
(2) Shri M. N. Nagrashna, B.Sc., LL.B., Judge, Labour Court, Ahmedabad.	Ahmedabad Taluka of the Ahmedabad District.
(3) The Joint Civil Judge (Junior Division), Jalgaon.	Jalgaon Taluka of the East Khandesh District.
(4) The Judges of the Courts of Small Causes at Poona and Baroda.	The areas within the limits of their respective jurisdiction.

Designation of Officers.	Areas.
(5) All Civil Judges (Junior Division) and where there are no Civil Judges (Junior Division), Civil Judges (Senior Division), in the State of Bombay except the Civil Judges (Senior Division) and the Civil Judges (Junior Division) exercising jurisdiction within the following areas :— (i) Ahmedabad Taluka of the Ahmedabad District. (ii) Jalgaon Taluka of the East Khandesh District, and (iii) the areas falling within the jurisdiction of the Judges of the Courts of Small Causes at Poona and Baroda.	The areas within the limits of their respective jurisdiction.

s. 20 (1) **G. N., Lab. & H. D., No. 146/48, dated 24th November 1951 (B. G., Pt. I, p. 7603).**

Amended by G. N., Lab. & H. D., No. 146/48 (ii), dated 5th May 1952.

In exercise of the powers of the Central Government under sub-section (*1*) of section 20 of the Minimum Wages Act, 1948 (XI of 1948), entrusted to the State Governments, by the Government of India, Ministry of Labour, Notification No. L.W.I. 24 (61), dated the 20th June 1951, the Government of Bombay is pleased to appoint the following officers to be the Authorities to hear and decide for the areas specified against their names all claims arising out of payment of less than the minimum rates of wages to employees employed or paid in those areas.

Designation of Officers.	Areas.
(1) The Commissioner for Workmen's Compensation, Bombay.	Greater Bombay.
(2) Shri M. N. Nagrashna, B.Sc., LL.B., Judge, Labour Court, Ahmedabad.	Ahmedabad Taluka of the Ahmedabad District.
(3) The Joint Civil Judge (Junior Division), Jalgaon.	Jalgaon Taluka of the East Khandesh District.
(4) The Judges of the Courts of Small Causes at Poona and Baroda.	The areas within the limits of their respective jurisdiction.
(5) All Civil Judges (Junior Division) and where there are no Civil Judges (Junior Division), Civil Judges (Senior Division), in the State of Bombay except the Civil Judges (Senior Division) and Civil Judges (Junior Division) exercising jurisdiction within the following areas :— (i) Ahmedabad Taluka of the Ahmedabad District. (ii) Jalgaon Taluka of the East Khandesh District, and (iii) the areas falling within the jurisdiction of the Judges of the Courts of Small Causes at Poona and Baroda.	The areas within the limits of their respective jurisdiction.

G. N., Lab. & H. D., No. 146/48-II, dated 27th December 1951 (B. G., 1952, Pt. IV-A, p. 6). S. 26 (2)

In exercise of the powers conferred by sub-section (2) of section 26 of the Minimum Wages Act, 1948 (XI of 1948), the Government of Bombay is pleased to direct that with effect from the 31st March 1952 the provisions of the said Act shall not apply—

(1) to apprentices kept for training in any oil mill under a scheme recognised by Government;

(2) for a period of three years, to employees employed in any oil mill which is not a factory under the Factories Act, 1948, and to which the provisions of the said Act are not made applicable.

G. N., Lab. & H. D., No. 146/48-IV, dated 27th December 1951 (B. G., 1952, Pt. IV-A, p. 9). S. 26 (2)

In exercise of the powers conferred by sub-section (2) of section 26 of the Minimum Wages Act, 1948 (XI of 1948), the Government of Bombay is pleased to direct that with effect from the 31st March 1952 the provisions of the said Act shall not apply to—

(1) apprentices kept for training in tanneries and leather manufactory under a scheme recognised by Government;

(2) for a period of three years, all classes of employees employed in tanneries, and leather manufactory which is not a factory under the Factories Act, 1948, and to which the provisions of the said Act are not made applicable.

G. N., Lab. & H. D., No. 146/48-VI, dated 27th December 1951 (B. G., 1952, Pt. IV-A, p. 11). S. 26 (2)

In exercise of the powers conferred by sub-section (2) of section 26 of the Minimum Wages Act, 1948 (XI of 1948), the Government of Bombay is pleased to direct that with effect from the 31st March 1952 the provisions of the said Act shall not apply to apprentices kept for training in public motor transport under a scheme recognised by Government.

G. N., Lab. & H. D., No. 146/48-VIII, dated 27th December 1951 (B. G., 1952, Pt. IV-A, p. 13). S. 26 (2)

In exercise of the powers conferred by sub-section (2) of section 26 of the Minimum Wages Act, 1948 (XI of 1948), the Government of Bombay is pleased to direct that with effect from the 31st March 1952, provisions of the said Act shall not apply to apprentices kept for training in stone-breaking or stone-crushing under a scheme recognised by Government.

G. N., Lab. & H. D., No. 146/48-X, dated 27th December 1951 (B. G., 1952, Pt. IV-A, p. 15). S. 26 (2)

In exercise of the powers conferred by sub-section (2) of section 26 of the Minimum Wages Act, 1948 (XI of 1948), the Government of Bombay is pleased to direct that with effect from the 31st March 1952, the provisions of the said Act shall not apply to—

(1) apprentices kept for training in any rice mill, flour mill or dal mill under a scheme recognised by Government, and

(2) for a period of three years, all classes of employees employed in any rice mill, flour mill or dal mill which is not a factory under the Factories Act, 1948, and to which the provisions of the said Act are not made applicable.

S. 26 (2) **G. N., Lab. & H. D., No. 146/48-XII, dated 27th December 1951 (B. G., 1952, Pt. IV-A, p.18).**

In exercise of the powers conferred by sub-section (2) of section 26 of the Minimum Wages Act, 1948 (XI of 1948), the Government of Bombay is pleased to direct that with effect from the 31st March 1952, the provisions of the said Act shall not apply to apprentices kept for training on any road construction or building operation under a scheme recognised by Government, nor to employees in places with a population of less than 3,000 persons.

S. 26 (2) **G. N., Lab. & H. D., No. 146/48-XIV, dated 27th December 1951 (B. G., 1952, Pt. IV-A, p. 20).**

In exercise of the powers conferred by sub-section (2) of section 26 of the Minimum Wages Act, 1948 (XI of 1948), the Government of Bombay is pleased to direct that with effect from the 31st March 1952, the provisions of the said Act shall not apply to apprentices kept for training in any tobacco (including bidi-making) manufactory under a scheme recognised by Government.

S. 27 **G. N., Lab. & H. D., No. 2212/46, dated 25th September 1950 (B. G., Pt. IV-A, p. 574).**

Whereas by Government Notification in the Labour and Housing Department No. 2212/46, dated the 28th April 1950, issued under section 27 of the Minimum Wages Act, 1948 (XI of 1948), the Government of Bombay was pleased to give notice of its intention to add to Part I of the Schedule to the said Act the following employment, namely :—

" Employment in salt pan industry " ;

Now, therefore, in exercise of the powers conferred by the said section 27, the Government of Bombay is pleased to add to Part I of the Schedule to the said Act the following employment with effect from the 1st October 1950, namely :—

" Employment in salt pan industry."

S. 30 **G. N., Lab. & H. D., No. 146/48, dated 24th May 1951 (B. G., Pt. IV-A, p. 211).**

Bombay Minimum Wages Rules, 1951.

Amended by G. N., Lab. & H. D., No. 146/48, dated 16th May 1952.

Amended by G. N., D. D., No. 146/48, dated 29th November 1952.

In exercise of the powers conferred by section 30 of the Minimum Wages Act, 1948 (XI of 1948), the Government of Bombay is pleased to make the following rules, namely :—

CHAPTER I.

PRELIMINARY.

1. *Short title and extent.*—(1) These rules may be called the Bombay Minimum Wages Rules, 1951.

(2) They extend to the State of Bombay.

2. *Interpretation.*—In these rules, unless the context otherwise requires,—

(*a*) " Act " means the Minimum Wages Act, 1948 ;

(*b*) " advisory committee " means an advisory committee appointed under section 6 and includes an advisory sub-committee appointed under that section ;

(*c*) " apprentice " means a person who is employed for the purpose of being trained in any scheduled employment : provided that such person shall not be deemed to be an apprentice if the period of training in a scheduled employment exceeds one year ;

(*d*) " Authority " means the authority appointed under sub-section (*1*) of section 20 ;

(*e*) " Board " means the Advisory Board appointed under section 7 ;

(*f*) " Chairman " means the Chairman of the Advisory Board, the Committee or the Advisory Committee, as the case may be, appointed under section 9 ;

(*g*) " committee " means a Committee appointed under clause (*a*) of sub-section (*1*) of section 5 and includes a sub-committee appointed under that section ;

(*h*) " form " means a form appended to these rules ;

(*i*) " Inspector " means a person appointed as Inspector under section 19 ;

(*j*) " registered trade union " means a trade union registered under the Indian Trade Unions Act, 1926 ;

(*k*) " section " means a section of the Act ; and

(*l*) All other words and expressions used herein and not defined shall have the meaning respectively assigned to them under the Act.

CHAPTER II.

MEMBERS AND STAFF, AND MEETINGS OF THE BOARD, COMMITTEE AND ADVISORY COMMITTEE.

3. *Term of office of the members of the Committee and the Advisory Committee.*—The term of office of the members of the Committee or an Advisory Committee shall be such as in the opinion of the State Government is necessary for completing the enquiry into the scheduled employment concerned and the State Government may, at the time of the constitution of the Committee or an Advisory Committee, as the case may be, fix such terms and may, from time to time, extend it as circumstances may require.

4. *Term of office of members of the Board.*—(1) Save as otherwise expressly provided in these rules, the term of office of a non-official member of the Board shall be two years commencing from the date of his nomination :

Provided that such member shall, notwithstanding the expiry of the said period of two years, continue to hold office until his successor is nominated.

(2) A non-official member of the Board nominated to fill a casual vacancy shall hold office for the remaining period of the term of office of the member in whose place he is nominated.

MG-I Bk H 715—123a

(3) The official members of the Board shall hold office during the pleasure of the State Government.

5. *Travelling allowances.*—A non-official member of the Committee, an Advisory Committee or the Board shall be entitled to draw travelling allowance and daily allowance for any journey performed by him in connection with his duties as such member according to clause (*b*) of sub-rule (1) of rule 1 of Appendix XLII-A of Bombay Civil Services Rules Manual, Vol. II, as amended from time to time.

6. *Staff.*—(1) The State Government may appoint a Secretary to the Committee, an Advisory Committee or the Board and such other staff as it may think necessary, and may fix the salaries and allowances payable to them and specify their conditions of service.

(2) (*i*) The Secretary shall be the Chief Executive Officer of the Committee, the Advisory Committee or the Board, as the case may be. He may attend the meetings of such Committee, Advisory Committee or Board but shall not be entitled to vote at such meetings.

(*ii*) The Secretary shall assist the Chairman in convening meetings and shall keep a record of the minutes of such meetings and shall take necessary measures to carry out the decisions of the Committee, the Advisory Committee or the Board, as the case may be.

7. *Eligibility for renomination of the members of the Committee, Advisory Committee and the Board.*—An out-going member shall be eligible for renomination for the membership of the Committee, Advisory Committee or the Board, of which he was a member.

8. *Resignation of the Chairman and Members of the Committee, Advisory Committee and the Board and filling of casual vacancies.*—(1) A member of the Committee, Advisory Committee or the Board other than the Chairman may, by giving notice in writing to the Chairman, resign his membership.

(2) The Chairman may resign by letter addressed to the State Government.

(3) When a vacancy occurs or is likely to occur in the membership of the Committee, Advisory Committee or the Board, the Chairman shall submit a report to Government immediately. Government shall then take steps to fill the vacancy.

9. *Cessation and restoration of membership.*—(1) If a member of the Committee, Advisory Committee or the Board fails to attend three consecutive meetings, he shall subject to the provisions of sub-rule (2), cease to be a member thereof.

(2) A person, who ceases to be a member under sub-rule (1), shall be given intimation of such cessation by a letter sent to him by registered post within fifteen days from the date of such cessation. The letter shall indicate that if he desires restoration of his membership, he may apply therefor within thirty days from the receipt of such letter. The application for restoration of membership, if received within the said period, shall be placed before the Committee, the Advisory Committee or the Board, as the case may be, and if a majority of members present at the next meeting is satisfied that the reasons for failure to attend three consecutive meetings are adequate, the member shall be restored to membership immediately after a resolution to that effect is adopted.

10. *Disqualification.*—(1) A person shall be disqualified for being nominated, as, and for being a member of the Committee, Advisory Committee or the Board as the case may be,—

(*i*) if he is declared to be of unsound mind by a competent court ; or

(*ii*) if he is an undischarged insolvent ; or

(*iii*) if before or after the commencement of the Act, he has been convicted of an offence involving moral turpitude.

(2) If any question arises whether a disqualification has been incurred under sub-rule (1) the decision of the State Government thereon shall be final.

11. *Meetings.*—The Chairman may, subject to the provisions of rule 12, call a meeting of the Committee, Advisory Committee or the Board, as the case may be, at any time he thinks fit :

Provided that on a requisition in writing from not less than one-half of the members the Chairman shall call a meeting within fifteen days from the date of the receipt of such requisition.

12. *Notice of meetings.*—(1) The Chairman shall fix the date, time and place of every meeting and a notice in writing containing the aforesaid particulars along with a list of business to be conducted at the meeting shall be sent to each member at least seven days before the date fixed for such meeting :

Provided that in the case of an emergent meeting, notice of four days only may be given to every member.

13. *Chairman.*—(1) The Chairman shall preside at the meetings of the Committee, Advisory Committee or the Board, as the case may be.

(2) In the absence of the Chairman at any meeting the members shall elect from amongst themselves one member, by a majority of votes, who shall preside at such meeting.

14. *Quorum.*—No business shall be transacted at any meeting unless at least one-third of the members are present :

Provided that if at any meeting less than one-third of the members are present, the Chairman may adjourn the meeting to a date not later than seven days from the date of the original meeting and it shall thereupon be lawful to dispose of the business at such adjourned meeting irrespective of the number of members present.

15. *Disposal of business.*—All business shall be considered at a meeting of the Committee, Advisory Committee or the Board, as the case may be, and shall be decided by a majority of the votes of the members present and voting. In the event of an equality of votes the Chairman shall have a casting vote :

Provided that the Chairman may, if he thinks fit, direct that any matter shall be decided by the circulation of necessary papers and securing written opinion of the members :

Provided further that no decision on any question which is referred under the first proviso shall be taken, unless supported by not less than a two-thirds majority of the members.

16. *Method of voting.*—Voting shall ordinarily be by show of hands, but if any member asks for voting by ballot, or if the Chairman so decides, the voting shall be by secret ballot and shall be held in such manner as the Chairman may decide.

17. *Proceedings of the meeting.*—(1) The proceedings of each meeting showing *inter alia* the names of the members present thereat shall be forwarded to each member and to the State Government as soon after the meeting as possible and in any case, not less than seven days before the next meeting.

(2) The proceedings of each meeting shall be confirmed with such modifications, if any, as may be considered necessary at the next meeting.

CHAPTER III.

SUMMONING OF WITNESSES BY THE COMMITTEE, ADVISORY COMMITTEE AND THE BOARD AND PRODUCTION OF DOCUMENTS.

18. *Summoning of witness and production of documents.*—(1) A Committee, Advsory Committee or the Board may summon any person to appear as a witness in the course of an enquiry. Such summons may require a witness to appear before it on a date specified therein and to produce any books, papers or other documents and things in his possession or under his control relating in any manner to the enquiry.

(2) A summons under sub-rule (1) may be addressed to an individual or an organisation of employers or a registered trade union of workers.

(3) A summons under this rule may be served—

(*i*) in the case of an individual, by being delivered or sent to him by registered post;

(*ii*) in the case of an employers' organisation or a registered trade union of workers, by being delivered or sent by registered post to the secretary or other principal officer of the organisation or union, as the case may be.

19. *Expenses of witnesses.*—Every person who is summoned and appears as a witness before the Committee, the Advisory Committee or the Board shall be entitled to an allowance for expenses incurred by him in accordance with the scale for the time being in force for payment of such allowances to witnesses appearing in civil courts in the State.

CHAPTER IV.

COMPUTATION AND PAYMENT OF WAGES, HOURS OF WORK AND HOLIDAYS.

20. *Mode of computation of the cash value of wages.*—The retail prices at the nearest market shall be taken into account in computing the cash value of wages paid in kind and of essential commodities supplied at concession rates. This computation shall be made in accordance with such directions as may be issued by the Government from time to time.

21. *Time and conditions of payment of wages and the deductions permissible from wages.*—(1) (*i*) The wage period with respect to any scheduled employment for which wages are liable to be fixed shall not exceed one month and the wages

of a worker in such employment shall be paid before the expiry of the seventh day after the last day of the wage period in respect of which the wages are payable :

Provided that in the case of employment in agriculture the wage period may be such as may be notified by the Government from time to time.

(*ii*) Where the employment of any person is terminated by or on behalf of the employer, the wages earned by him shall be paid before the expiry of the second working day after the day on which his employment is terminated.

(*iii*) The wages of an employed person shall be paid to him without deduction of any kind except those authorised by or under these rules.

Explanation.—Every payment made by the employed person to the employer or his agent shall, for the purposes of these rules, be deemed to be a deduction from wages.

(2) Deductions from the wages of a person employed in a scheduled employment shall be of one or more of the following kinds, namely :—

(*i*) fines ;

(*ii*) deductions for absence from duty ;

(*iii*) deductions for damage to or loss of goods expressly entrusted to the employed person for custody or for loss of money for which he is required to account, where such damage or loss is directly attributable to his neglect or default ;

(*iv*) deductions for house accommodation supplied by the employer ;

(*v*) deductions for such amenities and services supplied by the employer as the Government may by general or special order authorise.

Explanation.—The words "amenities and services" in this clause does not include the supply of tools and protectives required for the purposes of employment ;

(*vi*) deductions for recovery of advances or for adjustment of over-payments of wages :

Provided that such advances do not exceed an amount equal to wages for two calendar months of the employed person and, in no case, shall the monthly instalment of deduction exceed one-fourth of the wages earned in that month ;

(*vii*) deductions of income-tax payable by the employed person ;

(*viii*) deductions required to be made by order of a court or other competent authority ;

(*ix*) deductions for, subscriptions to, and for repayment of advances from any provident fund to which the Provident Fund Act, 1925, applies or any recognised provident fund as defined in section 58A of the Indian Income Tax Act, 1922, or any provident fund approved in this behalf by the Government during the continuance of such approval ;

(*x*) deductions for payment to co-operative societies or to a scheme of insurance approved by the Government.

(3) Any person desiring to impose a fine on an employed person or to make a deduction for damage or loss caused by him shall explain to him personally and also in writing the act or omission or the damage or loss, in respect of which the fine or deduction is proposed to be imposed or made and give him an opportunity to offer any explanation in the presence of another person. The amount of the said fine or deduction shall also be intimated to him.

(4) The amount of fine or deduction mentioned in sub-rule (3) shall be such as may be specified by the Government. All such deductions, and all realisations thereof shall be recorded in a register maintained in Forms I, II and III, as the case may be. A return in Form III shall be submitted annually by the employer.

(5) The amount of fine imposed under sub-rule (3) shall be utilised only for such purposes beneficial to the employees as are approved by the State Government.

(6) Nothing in this rule shall be deemed to affect the provisions of the Payment of Wages Act, 1936.

22. *Publicity to the minimum wage fixed under the Act.*—Notices containing the minimum rates of wages fixed together with extracts from the Act, the rules made thereunder and the name and address of the Inspector shall be displayed in English and in a language understood by the majority of the workers in the employment at such place as may be selected by the Inspector and shall be maintained in a clean and legible condition. Such notices shall also be displayed on the notice boards of all Sub-divisional and District Offices.

23. *Weekly Holidays.*—(1) Unless otherwise permitted by the State Government, no worker shall be required or allowed to work in a scheduled employment, on the first day of the week (hereinafter referred to as the said day) except when he has or will have a holiday for the whole day on one of the five days immediately before or after the said day :

Provided that the weekly holiday may be substituted by another day :

Provided further that no substitution shall be made which will result in any worker working for more than ten days consecutively without a holiday for a whole day :

Provided further that nothing in this sub-rule shall be deemed to affect the provisions of the Factories Act, 1948.

(2) Where in accordance with the provision of sub-rule (1) any worker works on the said day and has had a holiday on one of the five days immediately preceding it, the said day shall, for the purposes of calculating his weekly hours of work, be included in the preceding week.

Explanation.—For the purposes of this rule " week " shall mean a period of seven days beginning at midnight on Saturday night.

(3) Nothing in this rule shall apply to employment in agriculture.

24. *Number of hours of work which shall constitute a normal working day.*—(1) No adult worker shall be required or allowed to work in a scheduled employment for more than nine hours in a day and forty-eight hours in any week.

(2) The period of work of an adult worker each day shall be so fixed that no period shall exceed five hours and that no worker shall work for more than five hours before he has had an interval for rest of at least half an hour.

(3) The periods of work of an adult worker shall be so arranged that inclusive of his intervals for rest under sub-rule (2), they shall not spreadover more than ten and a half hours in any day:

Provided that the Inspector may, for reasons to be specified in writing, increase the spreadover to twelve hours.

(4) No child shall be employed or permitted to work for more than four and half hours on any day.

(5) The number of hours of work in the case of an adolescent shall be the same as that of an adult or a child according as he is certified to work as an adult or a child by a competent medical practitioner approved by the State Government.

(6) The provisions of sub-rules (1) to (5) shall, in the case of workers in agricultural employment, be subject to such modifications as may, from time to time, be notified by the State Government.

(7) Nothing in this rule shall be deemed to affect the provisions of the Factories Act, 1948.

25. *Extra wages for overtime.*—(1) When a worker works in an employment for more than nine hours on any day or for more than forty-eight hours in any week or for more than the hours of work notified under sub-rule (6) of rule 24, as the case may be, he shall in respect of overtime work be entitled to wages—

(*a*) in the case of employment in agriculture at one and half time the ordinary rate of wages;

(*b*) in the case of any other scheduled employment at double the ordinary rate of wages.

Explanation.—The expression "ordinary rate of wages" means the basic wage *plus* such allowances including the cash equivalent of the advantages accruing through the concessional sale to the person employed of foodgrains and other articles as the person employed is for the time being entitled to but does not include a bonus.

(2) A register showing overtime payments shall be kept in Form IV.

26. *Form of registers and records.*—(1) A Register of Wages shall be maintained by every employer and kept in such form as may be notified by the Government and shall include the following particulars:—

(*a*) The gross wages of each person employed for each wage period;

(*b*) all deductions made from wages, with an indication, in each case, of the kinds of deductions mentioned in sub-rule (2) of rule 21;

(*c*) the wages actually paid to each person employed for each wage period and the date of payment:

Provided that the Register need not be maintained and kept in such notified form by any employer who maintains a like Register under the Payment of Wages Act, 1936.

(2) Wage slips containing the aforesaid particulars and such other particulars as may be notified by the State Government shall be issued by every employer to every person employed by him at least a day prior to the disbursement of wages.

(3) Every employer shall get the signature or the thumb impression of every person employed on the wages book and wage slip.

(4) Entries in the wage books and wage slips shall be authenticated by the employer or any person authorised by him in this behalf.

(5) A Muster Roll shall be maintained by every employer and kept in Form V.

CHAPTER V.

CLAIMS UNDER THE ACT.

27. *Application.*—An application under sub-section (*2*) of section 20 or sub-section (*1*) of section 21, by or on behalf of an employed person or group of employed persons, shall be made in duplicate in Forms VI and VII, as the case may be.

28. *Authorisation.*—The authorisation to act on behalf of an employed person or persons, under sub-section (*2*) of section 20 or of sub-section (*1*) of section 21 shall be given in Form VIII by an instrument which shall be presented to the Authority hearing the application and shall form part of the record.

29. *Appearance of parties.*—(1) If an application under sub-section (*2*) of section 20 or section 21 is entertained, the Authority shall serve upon the employer by registered post a notice in Form IX to appear before him on a specified date with all relevant documents and witnesses, if any, and shall inform the applicant of the date so specified.

(2) If the employer or his representative fails to appear on the specified date, the Authority may hear and determine the application *ex parte*.

(3) If the applicant or his representative fails to appear on the specified date, the Authority may dismiss the application.

(4) An order passed under sub-rule (2) or sub-rule (3) may be set aside on sufficient cause being shown by the defaulting party within one month of the date of the said order, and the application shall then be re heard after service of notice on the opposite party of the date fixed for re-hearing, in the manner specified in sub-rule (1).

CHAPTER VI.

SCALE OF COSTS IN PROCEEDINGS UNDER THE ACT.

30. *Costs.*—(1) The Authority, for reasons to be recorded in writing, may direct that the costs of any proceeding pending before it shall not follow the event.

(2) The costs which may be awarded shall include—

(*i*) expenses incurred on account of court-fees;

(*ii*) expenses incurred on subsistence money to witnesses; and

(*iii*) pleader's fees to the extent of ten rupees provided that the Authority in any proceeding may reduce the fees to a sum not less than five rupees or for reasons to be recorded in writing increase it to a sum not exceeding twenty-five rupees.

(3) Where there are more than one pleader or more than one applicant or opponent the Authority may, subject as aforesaid, award to the successful party or parties such costs as it may deem proper.

31. *Court fees.*—The court fee payable in respect of proceedings under section 20 shall be—

(*i*) for every application to summon a witness—One rupee in respect of each witness;

(*ii*) for every application made by or on behalf of an individual—One rupee:

Provided that the Authority may, if in its opinion, the applicant is a pauper exempt him wholly or partly from the payment of such fees:

Provided further that no fee shall be chargeable—

(*a*) from persons employed in Agriculture; or

(*b*) in respect of an application made by an Inspector.

FORM I.

Register of Fines.

[Rule 21 (4).]

.....Employer.....

Serial No.	Name.	Father's/ Husband's name.	Sex.	Department.	Nature and date of the offence for which fine imposed.
1	2	3	4	5	6

Whether workman showed cause against fine or not. If so, enter date.	Rate of Wages.	Date and amount of fine imposed.	Date on which fine realised.	Remarks.
7	8	9	10	11

FORM II.

[Rule 21 (4).]

Register of deductions for damage or loss caused to the employer, by the neglect or default of the employed persons.

.....Employer.....

Serial No.	Name.	Father's/ Husband's name.	Sex	Department.	Damage or loss caused with date.
1	2	3	4	5	6

Whether worker showed cause against deduction. If so, enter date.	Date and amount of deduction imposed.	Numbers of instalments if any.	Date on which total amount realised.	Remarks.
7	8	9	10	11

FORM III.

[Rule 21 (4).]

Deduction from wages.

Return for the year ending the 31st December.....

.....

1. Name of the employer and postal address.....

.....

2. Total number of persons employed { Adults..... / Children .....

3. Total wages paid .....

.....

4. Number of cases and amounts realised as :—

	No. of cases.	Amount.
(*a*) Fines		
(*b*) Deductions for damage or loss ...		
(*c*) Deductions for breach of contract		

5. Disbursements from Fine Fund.

Amount	Purpose.
Rs.	

Dated.....19

Signature.....

Designation.....

FORM IV.

[Rule 25 (2).]

Overtime register for workers.

Month ending 19

Serial No.	Name.	Father's/ Husband's name.	Sex.	Designation and Department.	Dates on which overtime worked.	Extent of overtime on each occasion.	Total overtime worked or production in case of piece workers.
1	2	3	4	5	6	7	8

Normal hours.	Normal rate.	Overtime rate.	Normal earnings.	Overtime earnings.	Total earnings.	Dates on which Overtime payments made.
9	10	11	12	13	14	15

FORM V.

[Rule 26 (5).]

MUSTER ROLL.

Name of Establishment..... Place.....

S. No.	Name.	Father's/husband's name.	Sex.	Nature of work.	For the period ending.....											Remarks.
					1	2	3	4	5							

FORM VI.

(Rule 27.)

FORM OF APPLICATION BY AN EMPLOYEE UNDER SECTION 20 (2).]

In the Court of the Authority appointed under the Minimum Wages Act, 1948, for.....area.

Application No. of 19 .

(1) .....
(2) ..... } Applicant(s);
(3) .....

(through.....a Legal Practitioner ... .official of.....Union which is registered Trade Union).

Address.....

versus

(1) .....
(2) ..... } Opponents.
(3) .....

Address.....

The applicant(s) abovenamed beg(s) respectfully to submit as follows:—

(1) that .....

(2) that .....

The applicant(s) has (have) been paid wages at less than the minimum rate of wages.

The applicant(s) estimate(s) the value of the relief sought by him (them) at the sum of Rs. .....

The applicant(s) pray(s) that a direction may be issued under sub-section (3) of section 20 for:—

(*a*) Payment of the difference between the wages due according to the minimum rate of wages fixed by Government and the wages actually paid, and

(*b*) Compensation amounting to Rs.....

The applicant(s) beg(s) leave to amend or add to or make alterations in the application if any and when necessary.

Date *

Signature or thumb impression of the employee(s), legal practitioner or official of a registered trade union duly authorised.

The applicant(s) do(es) solemnly declare that what is stated above is true to the best of his (their) knowledge, belief and information.

This verification is signed at.....on.....day of.....19 .

*

Signature or thumb impression of the employee(s) or legal practitioner or official of a registered trade union duly authorised.

FORM VII.

(Rule 27).

[FORM OF APPLICATION BY AN INSPECTOR OR PERSON ACTING WITH THE PERMISSION OF THE AUTHORITY UNDER SECTION 20 (2).]

In the Court of the Authority appointed under the Minimum Wages Act, 1948, for.....area.

Application No. of 19 .

(1) .....Applicant.

Address .....

versus

(1) .....Opponent.

Address .....

The applicant abovenamed begs respectfully to submit as follows :—

(1) that.....

(2) that.....

The opponent is bound to pay wages at the minimum rate of wages fixed by Government but he has paid less wages to the following employees :—

(1) .....

(2) .....

(3) .....

*When the application is by a group of employees, the thumb impression or signatures of two of the applicants need be put to the application and a full list of applicants should be attached to the application.

The applicant estimates the value of the relief sought for the employees at the sum of Rs.....

The applicant prays that a direction may be issued under sub-section (*3*) of section 20 for :—

(*a*) Payment of the difference between the wages due according to the minimum rate of wages fixed by Government and the wages actually paid, and

(*b*) Compensation amounting to Rs. .....

The applicant begs leave to amend or add to or make alterations in the application if and when necessary.

Date .....

Signature .....

The applicant does solemnly declare that what is stated above is true to the best of his knowledge, belief and information. This verification is signed at.....on.....day.....19 .

FORM VIII.

(Rule 28.)

[FORM OF AUTHORITY IN FAVOUR OF A LEGAL PRACTITIONER OR ANY OFFICIAL OF A REGISTERED TRADE UNION REFERRED TO IN SECTION.]

In the Court of the Authority appointed under the Minimum Wages Act, 1948, for Area.

Applicant No. of 19 .

(1) .....
(2) ..... } Applicant(s).
(3) .....

versus

(1) .....
(2) ..... } Opponent(s).
(3) .....

I hereby authorise Mr.....a legal practitioner and official of the registered trade union of....., to appear and act on my behalf in the above-described proceeding and to do all things incidental to such appearing and acting.

Date.....

Signature or thumb impression of the employee.

FORM IX.

(Rule 29.)

[FORM OF SUMMONS TO THE OPPONENT TO APPEAR BEFORE THE AUTHORITY WHEN AN APPLICATION UNDER SUB-SECTION (2) OF SECTION 20 OR UNDER SECTION 21 IS ENTERTAINED.]

(Title of the application.)

To

.....

(Name, description and place of residence.)

WHEREAS.....has made the abovesaid application to me under the Minimum Wages Act, 1948, you are hereby summoned to appear before me in person or by a duly authorised agent, and able to answer all material questions relating to the application, or who shall be accompanied by some person able to answer all such qestions, on the.....day of..... 19....., at.....o'clock in the.....noon, to answer the claim; and as the day fixed for the appearance is appointed for the final disposal of the application, you must be prepared to produce on that day all the witnesses upon whose evidence and all the documents upon which you intend to rely in support of your defence.

Take notice that, in default of your appearance on the day before mentioned, the application will be heard and determined in your absence.

Date.....

Signature of the Authority.

G. N., D. D., No. 146/48(a), dated 29th September 1952. (B. G., Pt. IV-A, p. 937.) R. 26.

In pursuance of sub-rules (1) and (2) of rule 26 of the Bombay Minimum Wages Rules, 1951, the Government of Bombay is hereby pleased to notify Forms IV-A and IV-B specified in the Schedule hereto annexed as the forms in which the Register of Wages and the Wage Slips, mentioned in the said sub-rules, shall, respectively, be kept or issued, as the case may be.

SCHEDULE.

FORM IV-A.

[Rule 26 (1).]

For use by Employers who do not maintain like Register under the Payment of Wages Act, 1936.

Name of the Establishment.....

Place.....

Register of Wages.

Serial No.	Name of the worker.	Wage period.	Minimum rates of wages payable.	Actual rate of wages payable piece/time.	Days present.	Total piece rate production.	Total days and hours of overtime work done.
1	2	3	4	5	6	7	8

Normal earnings.	Overtime earnings.	Total gross wages payable.	Deductions, if any,				
			Fine.	Absence from duty.	Damage to or loss of goods.	House accommodation supplied by the employer.	Amenities and services.
			i	ii	iii	iv	v
9	10	11	12				

on account of					Net wages paid.	Date of payment of wages.	Singature or thumb impression of the employee.
Recovery of advances or for adjustment of overpayment of wages.	Income-tax.	Deductions required to be made by order of a Court or other competent authority.	Subscriptions to and for payment of advances from provident fund.	Payment to co-operative societies or to a scheme of insurance approved by Government.			
vi	vii	viii	ix	x	13	14	15

Signature of the employer or the person authorised by the employer to authenticate the above entries.

FORM IV-B.

[Rule 26(2).]

Name of the Establishment.....

Place.....

Wage Slip.

Serial No.	Name of the worker.	Wage period.	Minimum rates of wages payable.	Actual rate of wages payable piece/time.	Days present.	Total piece rate production.	Total days and hours of overtime work done.
1	2	3	4	5	6	7	8

Normal earnings.	Overtime earnings.	Total gross wages payable.	Deductions, if any,				
			Fine.	Absence from duty.	Damage or loss of goods.	House accommodation supplied by the employer.	Amenities and services.
			i	ii	iii	iv	v
9	10	11	12				

on account of					Net wages paid.	Date of payment of wages.	Sigature or thumb impression of the employee.
Recovery of advances or for adjustment of overpayment of wages.	Income-tax.	Deductions required to be made by order of a Court or other competent authority.	Subscriptions to and for payment of advances from provident fund.	Payment to co-operative societies or to a scheme of insurance approved by Government.			
vi	vii	viii	ix	x	13	14	15

Signature of the employer or the person authorised by the employer to authenticate the above entries.